

**SENT VIA EMAIL**

March 7, 2012

Vera Todorov  
President  
Association of Legal Professionals  
c/o City Attorney's Office  
200 E. Santa Clara Street  
San Jose, CA 95113

**RE: Sick Leave Payout**

Dear Ms. Todorov:

As you know, we reached an agreement on May 27, 2011, for a successor agreement that included a provision to meet and confer on several matters, including Sick Leave Payout for current and future employees to the extent that this benefit falls within the scope of representation. The provision requires the City or ALP to provide notice to the other of its request to meet and confer regarding sick leave payout.

The City provided notice to ALP in September 2011, of its interest in commencing negotiations on this issue. The City provided its initial proposal on September 22, 2011, and subsequently provided counter proposals on October 25, 2011, and December 7, 2011. Since October 25<sup>th</sup>, the parties have not had any additional sessions to meet and confer on this matter. As we have continuously indicated, the City is interested in moving this process forward. Accordingly, please provide ALP's availability during the month of March 2012 to continue negotiations regarding sick leave payout.

Sincerely,



Gina Donnelly  
Deputy Director of Employee Relations

c: Debra Figone, City Manager  
Richard Doyle, City Attorney